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Intermountain Reporter

A brilliant star guided three wise men of old to a Bethlehem stable where they presented valuable gifts of frankincense, myrrh and gold to a babe cradled in a manger, his parents, Mary and Joseph, hovering close by—or so its told in the Bible and so vividly remembered by many in the world.

I would like to use several objects of that legendary Christmas story as symbols for my yearend message to you and your family.

Continued on next page.

United States
Department of
Agriculture

Forest Service

Intermountain Region

Ogden, Utah

DECEMBER 1992

Published for Forest Service employees and retirees by the Public Affairs Office, Intermountain Region, Forest Service, U.S. Department of Agriculture—Federal Office Building, 324 25th Street, Ogden, Utah 84401

Colleen Anderson, Editor
Susan McDaniel, Design and Layout

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The Star

We, too, are following a star—as surely as the wise men reportedly did. Like them, our path is often blocked by obstacles and dangers but we endure and journey on in pursuit of our goals. You may know, we are working on a Regional Strategic Plan that should be completed about a year from now. It may eliminate some present dilemmas and make the pathway clearer and the journey a little easier.

Valuable Gifts

We take very seriously our responsibility for protecting the environment, one of the most valuable assets this country has. What better gift could we give to our fellow Americans? Supposedly, even the manger referenced earlier was made from timber cut in a nearby forest. We should feel good that it is through our efforts that the pine scent of the National Forests will endure through the ages, a gift that resembles the frankincense and myrrh of Biblical times. But, we don't limit our efforts to the esthetic side of life. Consider the importance of what we do for communities as we work with them to protect and sustain their revenue sources—an offering that means long-term "gold" to many.

Family

I mentioned in an earlier Regional Forester's message that I am very aware that family relationships often suffer as dedicated Forest Service employees devote an inordinate amount of time, energy, spirit and heart in doing their jobs in a way that brings them pride and personal satisfaction. The Forest Service is known for the professionalism of its employees. That reputation hinges on the support and backing those employees receive from their families. I sincerely appreciate you "behind the scene" contributors.

Wise Women/Men

I am confident that we will have the consolidated wisdom we need to make proper judgments as we administer the natural resources of the National Forests. I doubt if there is a living soul in the United States who wants to see our resource base messed up. Our challenge is to figure out how to maintain the beauty and majesty of the lands we administer while allowing people to make a living. We must search for the facts, listen to our customers and ponder all the information we have in making sound decisions for the good of the land and of the people.

I am thankful that the future of our great National Forests lies in your hands—knowledgeable people who care. To paraphrase Abraham Lincoln—"The world will little note nor long remember" our individual efforts here but it can never ignore our legacy of forever National Forests.

May every joy of this holiday season be yours to share with those you love.

Bighorn Sheep Relocate on the Ruby Mountains Ranger District

Through an ongoing cooperative project between the Nevada Department of Wildlife and the Ruby Mountains Ranger District, Rocky Mountain bighorn sheep have been reintroduced on the Humboldt National Forest near Wells, Nevada. The project began in 1987 with an indepth GIS analysis of potential sheep habitat on the District. Through an agreement, the Canadian province of Alberta made a commitment to provide the State of Nevada 75 sheep. That commitment has been fulfilled. The first 20 sheep were shipped in 1989, followed by 25 more, with both releases on the west side of the Ruby Mountains. The final 31 were released in the East Humboldt Range on February 22, 1992.

Last February, District Biologist Linda WhiteTrifaro accompanied two employees of the Nevada Department of Wildlife to the Cardinal River Coal Mine near Jasper Park, 200 miles north of Edmonton, Alberta, Canada, where sheep populations have grown as winter range increased through extensive mining reclamation. Forty employees from Canada's parks, forest and fish and game departments, as well as mine employees, assisted in capturing the Rocky Mountain bighorn sheep that were released near Wells, Nevada, later that month. Before the sheep left Canada, a Canadian veterinarian checked their health and took blood samples. Four adults were radio collared.

The captured sheep—a two-year ram, yearling ram, four ram lambs and 25 ewes and ewe lambs—were loaded on a vehicle-pulled trailer (provided in part by Nevada Bighorns Unlimited and the Foundation for North American Wild Sheep) for the marathon 1,600-mile trip to Nevada. Traveling comforts included beds of hay and snow piles for water. All 31 sheep traveled well and more than 80 people from surrounding communities and ranches cheered their release on Nevada soil on February 22.

Helmut Gieben, a Uinta Forest employee, stands by as Maria Craner, an American Fork Canyon climber, enjoys her certificate of appreciation for volunteer work on the approach trail to the Division Wall, a popular rock climbing area.

PREMIER CLIMBING

Climbers from foreign countries, as well as "the locals," are making the routes of American Fork Canyon some of the premier climbing areas in the world.

To minimize the impact of this rapidly growing sport, approach trails are being constructed to the routes. Avid rock climbers from Salt Lake City, California, Massachusetts and Germany recently joined folks from the Uinta National Forest in building an approach trail to the popular rock climbing area known as the "Division Wall."

As the hungry crew ate lunch, donated by local merchants, many received certificates of appreciation and recognition for their labor which was valued at approximately $1,000.

When they were finished, the group enthusiastically discussed access, attitudes, ethics and future projects. A new level of mutual respect and understanding was reached—a successful conclusion to a successful day.

This was the start of a long-term trail improvement program for climbing sites in American Fork Canyon. Over the next several years, volunteer crews will stabilize trails to the climbing sites. This will reduce the impact to surrounding vegetation and benefit climbers as they cross difficult terrain.

To encourage community involvement, volunteer days are planned.

More Than Ornamental

This year's live tree could eventually save as much as 20 percent on home heating and cooling costs year round, according to a 1991 Northeastern Forest Experiment Station news release.

Live Christmas trees with roots—balled and burlapped, or potted by a nursery—can be used in homes and then planted in your yard after the holidays to provide energy savings, beauty and other environmental benefits in the years to come.

By reducing wind and blocking the sun, trees save heating and cooling costs. In most parts of the United States, rows of closely spaced evergreen trees can save between 15 and 20 percent of the energy used for heating and cooling if the house is in an otherwise unprotected location. But, even a single tree can provide some savings.

Savings are greatest when trees are located properly. Evergreen trees should be planted on the side of the house that is most exposed to the prevailing winter winds. For most parts of the country, this would be the north and west sides. The west side of a house is also the ideal site for planting a tree for shade; the south is a less desirable location because the winter sun is partly blocked, particularly by evergreens.

Your Christmas tree could be used to start a row of evergreens to form a windbreak. Adding an additional tree each year could be an effective Christmas tradition. For a dense windbreak, a 6-foot spacing is not too close, especially if the row of trees is also to serve as a fence or visual screen.

The blue spruce makes a good Christmas tree and a good selection for a windbreak. It grows relatively slowly and is very dense. Other species that survive quite well include white pine and Douglas fir. Smaller trees seem to survive better than larger ones.

Trees should probably only be kept indoors for about a week—10 days tops. The buds of well watered trees will start to grow if the tree is inside a month or so but won't survive if planted back outside in winter. Temper the trees for the change to inside temperatures by bringing them into an unheated garage first to thaw out. Sprinkle them there to moisten the needles and soil. Do not flood/drown the roots in a deep bucket! Moist soils are fine. After its indoor holiday, move the tree outside, first sprinkling the needles and be certain you pre-dig the hole early in the fall before outside soils freeze! Just fill the hole with dry leaves until ready to plant the tree.

CHRISTMAS TREE HUNTING

THINGS TO TAKE:

- ✓ A tape measure
- ✓ A tree saw
- ✓ Maps
- ✓ Emergency candles
- ✓ Tire chains
- ✓ Work gloves (tree sap is sticky)
- ✓ An old sheet or blanket to wrap the tree
- ✓ Hot chocolate
- ✓ Lunch and water

Before you set out, decide what size tree to get. Measure the ceiling height and your truck or car so that everyone in the family knows what size is possible. A 15-foot tree looks pretty small when it's out in the forest among all its tall neighbors.

Make sure you have a permit from the appropriate Ranger Station. Follow the map carefully. Inquire about weather conditions and plan accordingly. Once you've reached the area, make sure you all stay together. If you're part of a large group, try to cluster in groups of two or three. The buddy system works pretty well, but remember not to stray too far in your search for the perfect Christmas tree.

DECK THE HALLS

Decorations certainly add to the festivity of the holidays; but improper use could mean a trip to the emergency room or worse. So, follow these tips for a happy—and safe—holiday season.

CHRISTMAS TREES

● When you buy a "real" tree, make sure it's fresh. First, check the scent. A strong pine scent indicates freshness. Second, check the color. The top of the tree shows dryness first by turning pale green, then yellow and finally brown. As a final test, sharply tap the tree stump on the ground or grasp a branch about six inches from the end and firmly slide it between your fingers. If the tree is fresh, no green needles should come off.

● Once you have the tree at home, saw an inch or two off the bottom of the trunk and make a cut across the trunk about 1/2 inch from the end. Immediately mount the tree in a sturdy stand (with widespread legs) that holds at least a gallon of water (that's how much an average tree absorbs in a day). Keep the stand full of water at all times. Remember hot bulbs can ignite dry branches.

● Place your tree away from fireplaces, radiators or stoves.

● Never leave a lighted tree unattended.

● Get rid of the tree when the needles start to fall in large quantities.

● Never burn your tree in the fireplace. The dry needles can start an uncontrollable inferno.

● If you buy an artificial tree, choose one that's been tested and labeled as fire resistant.

● Keep an eye on family pets. Cats and dogs may try to climb your tree. Be sure it's toppleproof. Don't let electrical cords dangle where pets can reach them.

DECORATIONS

● Only use strings of lights that have been tested for safety by the Underwriters Laboratories. Each year, check your lights for broken or cracked sockets, frayed or bare wires, and loose connections. Discard any damaged sets. Don't place extension cords or lights near water-filled tree stands.

● Never use indoor lights outside. Outdoor light strings should be clearly identified for such use.

● A circuit overloaded with too many lights could start a fire. Read the manufacturer's instructions and don't use more than the recommended number of lights on one circuit.

● Display candles only where they won't be knocked down or blown over. If candles are placed in the window, make sure curtains and drapes cannot touch them. Never leave burning candles unattended.

● Use only tinsel or artificial icicles made of non-lead material. Leaded materials may be hazardous if ingested by small children. Any type of tinsel can cause intestinal blockage if swallowed by pets. ❧

OVER THE RIVER AND THROUGH THE WOODS TO GRANDMOTHER'S HOUSE . . . FOR THE HOLIDAYS

If you drive long distances during the winter months, you run the risk of being snowbound. Seek shelter as soon as the snowfall becomes heavy. If that's not possible, these survival suggestions can protect you against hypothermia, a severe lowering of body temperature that's often fatal, until help arrives.

1 *Cover your head, since most heat loss occurs there.*

2 *Put on all available clothing and blankets.*

3 *Signal for help. Use CB channels 9 and 19. Put a red flag on the antenna or a "send help" sign in your window. Light a flare.*

4 *If possible, remove snow from your car's exhaust pipe so that carbon monoxide won't build up in your car when the engine runs. Keep your window slightly open.*

5 *Don't eat snow. Eating or drinking ice cold fluids will reduce your body temperature.*

6 *Use your car's heater intermittently. Base your use of the engine on your fuel supply.*

7 *Eat to help your body generate heat.*

8 *Huddle with fellow passengers to keep warm.*

9 *Don't venture out unless you are dressed in insulated clothing and know the area. If you do venture out, leave a map of your route.*

10 *Try to stay awake. If you must sleep, sleep in shifts so that one person is always looking for rescuers.*

11 *Do not rub frozen body parts. Put your cold hands or feet between thighs or an armpit to warm them.* ❧

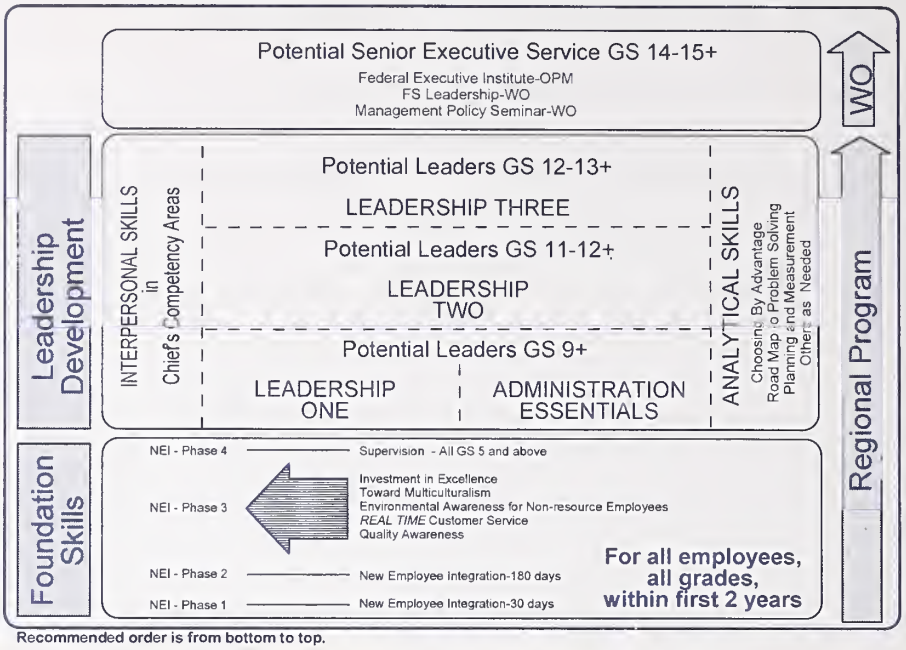
Adapted from The Glove Compartment Book: The Mechanical, Medical and Legal Aid Book for your Car.

Training Tidbits . . .

Making career choices is an option open to all employees. The Regional Office Training Staff provides career development information, guidelines and some direction. The outline to the right was designed to help employees plan their training needs for advancement or to enhance their present and/or future career position(s).

Courses coordinated by the Training Staff can help employees fulfill training requirements. The following are training opportunities for the months of January and February:

R-4 LEADERSHIP DEVELOPMENT PROGRAM



Recommended order is from bottom to top.

JANUARY 1993

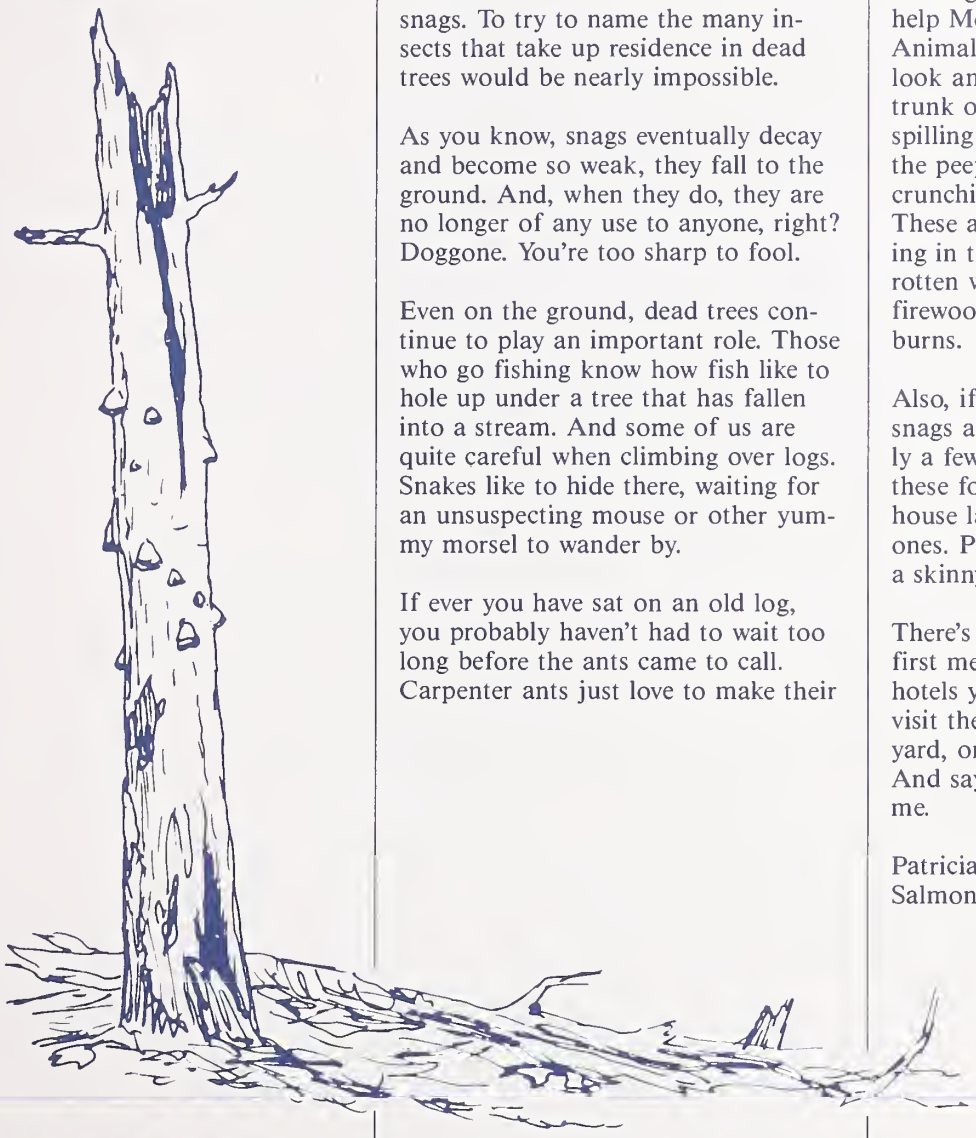
COURSE	DATES	LOCATION
Range Allotment Management Planning	1/93	SLC, UT
Supervision	1/05-07/93	Bridger-Teton
I-348 Resources Unit Leader	1/11-15/93	Boise, ID
I-347 Demobilization Unit Leader	1/11-15/93	Boise, ID
Principles of Federal Appropriations Law	1/11-14/93	SLC, UT
Basic Comprehensive Office (CEO)	1/11-13/93	Ogden, UT
Frequency Management Training	1/11-15/93	TBA
Seminar on US Congress	1/11-12/93	Reno, NV
I-368 Procurement Unit Leader	1/12-13/93	Ogden, UT
Digitizing Processes & Standards	1/12-14/93	Ogden, UT
Writing Effective NEPA Documents	1/12-14/93	Bountiful, UT
Supervision	1/12-14/93	Ashley
Effective Letter Writing	1/12-14/93	RO
Utah Water Rights Training	1/12/93	Richfield, UT
Utah Water Rights Training	1/14/93	Ogden, UT
Office Publisher	1/14/93	Ogden, UT
Seminar on US Congress	1/14-15/93	SLC, UT
Office Publisher	1/15/93	Ogden, UT
I-400 Incident Commander	1/19-22/93	Boise, ID
I-339 Division/Group Supervisor	1/19-22/93	Boise, ID
Planning & NEPA Meeting	1/19-20/93	TBA
Supervision	1/19-21/93	Dixie/Fishlake
Effective Letter Writing	1/19-21/93	Wasatch-Cache
I-430 Operation Section Chief	1/25-29/93	Boise, ID
Engineering Management Meeting	1/25-29/93	Provo, UT
CASE Methods & Techniques	1/25-29/93	Ogden, UT
Personnel Operations	1/25-29/93	Ogden, UT
Events Manager Training	1/26-28/93	Ogden, UT
Business Manager Meeting	1/26-28/93	Boise, ID
Supervision	1/26-28/93	Boise/Sawtooth
Cibinics Contract Law	1/27-29/93	Lakewood, CO

FEBRUARY 1993

COURSE	DATES	LOCATION
DARTS Workshop	2/93	TBA
Fuel Analysis Process (FAP) Workshops	2/93	TBA
Excellence in Financial Management Trng.	2/93	Ogden, UT
Fish & Wildlife Program Management	2/93	Ogden, UT
Administrative Essentials/Project Leaders	2/93	TBA
Soil & Water Monitoring	2/93	Ogden, UT
Successful Reforestation Techniques	2/93	Zones
S-336 Fire Suppression Tactics	2/01-05/93	Boise, ID
Supervision	2/02-04/93	Dixie/Fishlake
Supervision	2/02-04/93	Uinta
Fire Computer Applications	2/08-12/93	Boise, ID
Contracting Officers Workshop	2/08-12/93	SLC, UT
Oracle Application Development	2/08-11/93	Ogden, UT
Interpretive Services Area & Project Plng.	2/08-12/93	Ogden, UT
Idaho Water Rights Training	2/08/93	Pocatello, ID
I-220 Incident Command System	2/09/93	Ogden, UT
Hazardous Materials Overview	2/09-11/93	SLC, UT
EEO Training for Supervisors/Managers	2/09-11/93	Boise, ID
Supervision	2/09-11/93	Dixie/Fishlake
Supervision	2/09-11/93	Payette
Situational Leadership	2/09-11/93	Boise, ID
S-260 Fire Business Management	2/10-11/93	Ogden, UT
Idaho Water Rights Training	2/10/93	Challis, ID
Idaho Water Rights Training	2/12/93	Boise, ID
Adv. Comprehensive Electronic Ofce-CEO	2/16-17/93	Ogden, UT
Supervision	2/16-18/93	Boise/Sawtooth
Introduction to SQL*Calc	2/18/93	Ogden, UT
S-390 Fire Behavior	2/22-26/93	Boise, ID
Regional Telecommunications Meeting	2/22-26/93	Ogden, UT
Recreation University 93	2/22-26/93	Spokane, WA
Fire & Aviation Management Workshop	2/23-25/93	St. George, UT
Intro to Choosing by Advantages (CBA)	2/23-25/93	Ogden, UT
Sign Coordinators Workshop	2/23-25/93	SLC, UT
Reviewing NEPA Documents	2/23-25/93	Bountiful, UT
Supervision	2/23-25/93	Targhee
Time/Stress Management	2/23-25/93	SLC, UT
Investment in Excellence for the 90's	2/24-26/93	Ogden, UT

Kids Corner . . .

There's Life in Dead Trees



In the fall, folks head to the woods, searching for that elusive snag. For those who are unfamiliar with that term, a snag is a standing dead tree.

But, firewood gatherers are not the only ones in search of dead trees. Many animals, from insects to bears, use snags and down wood. Snags shelter them from weather and predators and provide a home for raising a family, a hunting perch for birds of prey, and a roost or resting site. Ducks, hawks, owls, woodpeckers, flycatchers, swallows, chickadees, nuthatches, wrens, bluebirds, starlings, and house sparrows, depend on nature's "Animal Inns" all or part of the year. Bats, squirrels, mice, bears, raccoons, pine martens, and fishers are some of the more common mammals that use snags. To try to name the many insects that take up residence in dead trees would be nearly impossible.

As you know, snags eventually decay and become so weak, they fall to the ground. And, when they do, they are no longer of any use to anyone, right? Doggone. You're too sharp to fool.

Even on the ground, dead trees continue to play an important role. Those who go fishing know how fish like to hole up under a tree that has fallen into a stream. And some of us are quite careful when climbing over logs. Snakes like to hide there, waiting for an unsuspecting mouse or other yummy morsel to wander by.

If ever you have sat on an old log, you probably haven't had to wait too long before the ants came to call. Carpenter ants just love to make their home in rotting wood. And many animals, including black bears, love to eat ants. You can recognize a log where a bear has been feeding by the big holes torn into it and the chunks of wood scattered about.

Insects, birds, bears, weather, and fungi all contribute to the decaying process in dead wood. As the wood breaks down, it returns nutrients to the soil for the growth of new plants.

So even after it dies, a tree is contributing to the life of the forest.

If dead trees are so important to animals, should we be cutting them down for firewood?

Using a little caution, there will be enough wood for all of us. Here are a few suggestions you can follow to help Mother Nature manage her Animal Inns. Before cutting a snag, look and listen. Look for holes in the trunk or lots of little wood particles spilling out of the trunk. Listen for the peeping of young birds or the crunching, gnawing sounds of insects. These are signs that something is living in the tree and it has rot in it; and rotten wood does not make good firewood. It smokes too much as it burns.

Also, if you are in an area where snags are hard to find or you find only a few large ones, consider leaving these for wildlife. The large trees can house larger animals or lots of small ones. Plus, it is a lot less work to cut a skinny tree into stove-size pieces.

There's a lot more to a dead tree than first meets the eye. See how many hotels you can find the next time you visit the forest . . . or the river, your yard, or any other place trees grow. And say "hi" to the occupants for me.

Patricia Hurt
Salmon National Forest

The "Golden" Resource

Backing up Regional Forester Gray Reynold's conviction that retirees still have much to offer the Forest Service is the pilot program he developed a year ago. Program activities are to foster continuing, close and mutually beneficial relationships with retirees and their families.

Here are some of the things that have been happening in the pilot program during the last year:

Tamra Montoro was selected to be the Retiree Liaison for the Ogden area. Four days of the week, Tamra can be found working her regular job in the Ogden Ranger District office, but on Tuesdays she is in the new "Emeritus Room" next to the Regional Forester's Office.

Although the Emeritus Room (5120) serves as Tamra's Tuesday office, it is mainly for the retirees to use. A desk has been set up for them and there are materials posted around the room that should interest them.

Under Tamra's supervision, retirees have been invited to volunteer their expertise for emeritus programs, to conduct exit interviews and to travel to previous worksites.

Retirees also are donating their Forest Service artifacts to the Forest Service Archeology Lab that is located at the Weber State University in Ogden, Utah.

Tamra says, "Retirees know what is going on in the Forest Service and are interested in keeping in touch. Although my liaison position is a pilot, we hope eventually to reach out to retirees in the entire Region."

If you have questions about the program, visit Tamra in room 5120 or call her. Her phone number is (801) 625-5848.

Tamra Montoro, Retiree Liaison for the Ogden area.

"Retirees know what is going on in the Forest Service and are interested in keeping in touch."

Editorial Policy—*Intermountain Reporter*

The following editorial policy reflects the Regional Forester's desire to produce a quality Regional newsletter that enhances internal communications and helps make the Intermountain Region a good place to work.

1. Articles in the Intermountain Reporter will feature people.
2. Each issue will attempt to contain something about each National Forest within the Region.
3. The Regional Forester's message will express his current feelings regarding situations within the Region.
4. The content of the Reporter will be consistent with Forest Service policy.
5. All submissions must be delivered to the Editor by the 10th of the month prior to the desired publication date.
6. Articles should be sent to the Editor on DG (Editor:R04A). Photos to accompany text are to be sent to the Editor separately with a hard copy of the text.
7. Articles should not exceed 800 words in length.
8. Photos should be black and white.
9. All articles are subject to editing.
10. Not all articles that are submitted will be printed.
11. The Editor has final say over content.
12. The author's name, title, and unit should be shown at the end of the article being submitted.

Awards

REGIONAL OFFICE

Cash

FRANK GUNNELL, Range Specialist - $1,000 for sustained superior performance in providing wildlife and range input into Ranger District allotment analysis and planning.

JAMES WES HARVEY, Land Use Planning Specialist, S&PF - $900 for superior contributions in implementing rural development in Region 4.

JAMES T. HOFFMAN, Plant Pathologist, S&PF - $900 for superior contributions in implementing urban forestry and stewardship in Region 4.

GARTH BAXTER, Pesticide Specialist, S&PF - $1,800 for exceptional service in the coordination, development, review and publication of the "Risk Assessment for Herbicide Use in Regions 1, 2, 3, 4 and 10 of the Forest Service and on Bonneville Power Administration Sites."

E. DOUG MEYERS, Timber Inventory Specialist, TM - $300 for his significant contribution to the development of ecological old-growth definitions for forest cover types within the Intermountain Region.

EILEEN S. PALMER, Supply Clerk, AS - $200 for accomplishing added responsibility and work in the Federal Excess Property program and for maintaining property records and putting together the property workshop.

RONALD C. HAMILTON, Regional Geneticist, TM - $1,000 for outstanding contribution of technical skills to the development of old-growth definitions for the Intermountain Region and the application of a high level of forest ecology expertise and professionalism in compiling the Region's old-growth report.

ROBERT I. COTTINGHAM, Forester, TM - $1,000 for outstanding service as leader of the Intermountain Region's old-growth team and for compiling and editing the joint Intermountain Region and Intermountain Station ecosystem management implementation strategy.

HUGH M. THOMSON, Regional Special Agent, F&PS - $700 for professionalism and patience in leading the revision of the Region's Law Enforcement Plan.

MARK G. SUCHER, Assistant Regional Agent, F&PS - $700 for professionalism and patience in rewriting the Region's Law Enforcement Plan.

KASANDRA HAWS, Secretary, F&PS - $500 for outstanding patience, professionalism, packaging and assistance with the Regional Law Enforcement Plan revision.

FRANK GUNNEL, Range Specialist - $1,000 for sustained superior performance in providing wildlife and range input into Ranger District allotment analysis and planning.

JOYCE G. MOLYNEAUX, Clerk, TM - $537.48 for sustained superior performance.

KAREN R. CARTER, T&A Clerk, TM - $601.38 for sustained superior performance.

ELLEN MUNDEN and KEVIN KADELL, Accounting Technicians, F&PS - $500 each for leadership in maintaining a functional, professional and service-oriented section while the supervisor was gone.

Group

SUSAN D. BYBEE, Regional Realty Officer, and R. RONALD ASHLEY, Regional Appraiser, R&L - $250 each for extraordinary achievement in accomplishing the Teton Village/Diamond L Ranch land exchange on the Teton National Forest and in pioneering an important land exchange process that used a prospectus for competitive land exchange proposals.

GAYLE H. CASH, Personal Property Manager ($500); WILLIAM H. LYONS, Realty Specialist ($500); TINA S. MILDON, Procurement Assistant ($500); NORDA PRIMAVERA, SCSEP ($100); and RUTH VANWAGENEN, Clerk Typist ($100) - For work in support of procurement and property needs while there was a vacant position in Administrative Services.

Quality Increase

LEANN F. BELNAP, Land Law Examiner, MAM - For consistent, outstanding performance that substantially exceeds an acceptable level in both quality and quantity.

THOMAS R. ABBAY, Geologist, MAM - For exceptional work and quality service to his clients.

ASHLEY NATIONAL FOREST

Group

JONATHAN ENTIN, Hydrologist Technician; DAVID OVARD, Biological Scientist Technician; DARLENE JOHNSON, Soil Scientist; CHARLES CONDRAT, Hydrologist; CHRISTY OPRANDY, Soil Scientist, and ROLAND LEIBY, Hydrologist, SO - For timely acquisition of quality resource data for the Western Uinta Basin Oil and Gas EIS while providing watershed support to other projects.

Cash

SHEREL GOODRICH, Ecologist, SO - $250 for significant contributions to the development of ecological old-growth definitions for forest cover types within the Intermountain Region.

DARRELL W. JOHNSON, Forester, SO - $500 for outstanding work in leading the effort to develop ecological old-growth definitions for forest cover types within the northern Utah area of the Intermountain Region.

Spot

SARAH DEWEY, Biological Science Technician, Vernal RD - For consistently exceeding performance expectations.

DOLORES MANNING, Civilian Payroll Technician, SO - For providing leadership in planning and facilitating the interagency Cinco De Mayo celebration to strengthen Hispanic awareness on the Forest.

JULENA POPE, Program Assistant; RENE' PEARSON, Personnel Assistant; PAM CHONG, Mail and File Clerk; DIANE AUGUSTUS, Information Assistant; SUSAN FREEMAN, Resource Specialist; BYRON LOOSLE, Archeologist; and CHRISTY OPRANDY, Soil Scientist, SO - For support in planning and facilitating the interagency Cinco De Mayo celebration to strengthen Hispanic awareness on the Forest.

LUDAWN MECHAM, Resource Technician, SO - For preparing a reference workbook for those who prepare and sell forest product permits.

Safety

NANCY ROSS, Supervisory Forester, Vernal RD

BOISE NATIONAL FOREST

Cash

ALLAN B. MCCOMBIE, Administrative Officer, SO - $750 for hard work and dedication in providing quality leadership while serving as the Deputy Forest Supervisor from November 1991 to April 1992.

GORDON NUTT, Cartographic Technician, SO - For personal initiative and extra effort in providing timber sale contract maps during FY 1992.

ROBERT GILES, Forester, SO - For personal initiative and effort in providing assistance for the salvage sale efforts for FY 1992.

DARLA YOUNG, Resource Assistant, SO - For personal initiative and effort in salvage sale preparation and offering for FY 1992.

MICHAEL RHINARD and JAMES SIMPSON, Lead Forestry Technicians, Cascade RD - For outstanding performance in fire management during the 1992 fire season.

MARK LOSEKE, Supervisory Forestry Technician, Cascade RD - For substantially exceeding the responsibilities of his position in assuming the duties of District Assistant Fire Management Officer, January to August 1992.

BRAD HUTER, Timber Crewman, Lowman RD - For sustained superior performance in excess of levels expected by the position.

LYNETTE Z. MORELAN, Forester, and JOHN R. ERICKSON, Wildlife Biologist, SO - $250 each for significant contributions to the development of ecological old-growth definitions for forest cover types within the Intermountain Region.

WAYNE PATTON, Staff Officer, Range, Water, Air and Minerals, SO - For the extremely efficient, professional and excellent leadership as Incident Commander for the completion of the Nation's largest ever BAER report for the Foothills Fire and the Dunnigan Creek Fire report in 1992.

Group

HENRY CLARK, CAROLE DORAMUS, DONALD FERRIS, THOMAS TUCKER and CLARA TURNER, Laborers; GARY HILEMAN, Gardener Foreman; MARY B. KNOX, Support Services Specialist, and DALE SWEARINGEN, Maintenance Worker, Lucky Peak Nursery; and C. JACK COON, Civil Engineer; HERBERT CORN, Supervisory Forestry Technician; and RONALD ZIMMERMAN, Contract Specialist, SO - For recognizing that this year's drought would cause the failure of traditional sources of irrigation water at the Lucky Peak Nursery and for designing alternatives which provided water safely and effectively.

FISCAL AND ACCOUNTING—NANCY BURNETT, Budget Analyst; MARY GOODE, Supervisory Accounting Assistant; JOAN WREN, Accounting Technician; DEANNA BENNETT, Accounting Technician; MELINDA DRAPER, Budget Analyst Trainee; ELIZABETH MARTIN, Accounting Technician; LINDA SCOT, Voucher Examiner, SO, and MARY BETH KNOX, Support Services Specialist, Lucky Peak Nursery - For outstanding efforts and dedication above and beyond normal duties by assisting in processing payments during this heavy fire season.

JIM FINCHER, Soil Scientist, Lowman RD; TERRY SEXTON, Forester, and MARK BEAULIEU, Supervisory Civil Engineer, Idaho City RD; and WARREN RIRIE, Range Conservationist, SO, and four from outside Region 4 - For the extremely high quality field analysis, rehabilitation treatment prescriptions and efficiency in completing the Nation's largest-ever BAER report for the Foothills Fire in 1992.
LINDA SPILLERS, Computer Assistant, Emmett RD; JOHN ERICKSON, Wildlife Biologist; DANNY EBERT, Supervisory Biological Scientist; WILL GEER, Realty Specialist; and DIANA WALL, Cartographic Technician, SO; DON CORLEY, Fisheries Biologist, Boise RD; and BOB REYNOLDS, Surveying Technician; DAVE WORAS and JAMES BALDWIN, Civil Engineers; and DON JAKOVSKY, Civil Engineering Technician, Idaho City RD - For the extremely high quality field information and support provided in completing the Nation's largest-ever BAER report for the Foothills Fire in 1992.

Length of Service
MILT COFFMAN, Budget Analyst, SO - 30 years
LARRY CARROLL, Forestry Technician, Emmett RD - 25 years
DAVID HALE, Supervisory Forester, Emmett RD - 25 years
MORRIS HUFFMAN, Lowman District Ranger - 25 years
GERALD FIRTH, Road Crew Foreman, SO - 20 years
HENRY CLARK, Laborer, Lucky Peak Nursery - 10 years
MICHAEL DIMMETT, Supervisory Forestry Technician, Cascade RD - 10 years

Spot
ELENA MILLER, Information Receptionist, Lowman RD

BRIDGER-TETON NATIONAL FOREST

Cash/Spot
STEVE VANLERBERGHE and MAURICE YOUNG, Forestry Technicians, Greys River RD - For extra effort, innovation and high quality work during construction of the Cottonwood Lake Campground.
JAN LANGERMAN, Forester, Jackson RD - For the outstanding effort in planning and coordinating the Partner's Afloat Program sponsored by the District.
JEFFREY LAUB, Supervisory Forester, Kemmerer RD, and DOUGLAS EGGERS, Forester, and WILLIAM MOYER, Civil Engineering Technician, SO - For completing two salvage sales from layout, to appraisal, to sell in a timely and professional manner.
JAMES L. ROBERTSON, Forester, Big Piney RD - For leadership and coordination of the Dry Cottonwood salvage sale effort.
DOUGLAS EGGERS, Forester, SO - $500 for outstanding work in leading the effort to develop ecological old-growth definitions for forest cover types within the southeast Idaho and western Wyoming areas of the Intermountain Region.
WILLIAM L. NOBLITT, Wildlife Biologist, SO - $250 for his significant contribution to the development of ecological old-growth definitions for forest cover types within the Intermountain Region.

Group
BRIAN STOUT, Forest Supervisor, CHARLES JONES, Administrative Forester, ALAN J. KOSCHMANN, Supervisory Civil Engineer; and PETER MOURTSEN, Realty Specialist (SO) - $250 each for extraordinary achievement in accomplishing the Teton Village/Diamond L Ranch land exchange on the Teton National Forest and in pioneering an important land exchange process that uses a prospectus for competitive land exchange proposals.

CARIBOU NATIONAL FOREST

Cash/Spot
TARA J. ROSS, Forestry Technician, Malad RD - For designing, building and placement of trailhead registers to assist in gathering recreational user information.
JUDITH L. WARRICK, Range Technician, Malad RD - For designing a symbol, negotiating prices and providing a source for personnel to purchase Malad RD T-shirts which heightened morale and pride in the District.
BRYAN P. HORSLEY, Forestry Aid, Malad RD - For promoting morale and teambuilding on the District during the summer of 1992.
TORREY L. CHRISTOPHERSEN, Forestry Technician, Malad RD - For training and leading the Engine Crew on the District during the severe 1992 fire season.
JUDITH L. WARRICK, Range Technician, Malad RD - For developing a photo file system for range studies. She assisted the SO Range Staff in establishing study plots, organizing all field work and doing followup paperwork for the St. John C&H study for 1992.
BRENT L. CLARK, Range Technician, Malad RD - For administering numerous fence contracts while completing other assigned duties. The expertise and professionalism exhibited has exceeded job requirements.
DONAL L. LUHRSEN, Range Conservationist, Soda Springs RD - For assistance to city and county firefighters on the fire in Soda Springs.
RONALD M. WALTERS, Wildlife Biologist, Montpelier RD; KENNETH G. TIMOTHY, Wildlife Biologist, Malad RD; and EARL LAORANGE, retired Public Affairs Specialist, SO, and BRUCE PADIAN, Forester, SO - $250 each for significant contributions to the development of ecological old-growth definitions for forest cover types within the Intermountain Region.

CHALLIS NATIONAL FOREST

Cash/Spot
ANDREA L. REEDER, Information Assistant, Challis RD - For giving consistent support and excellent service to the District in 1992.
DONNA LEUZINGER, Information Assistant, SO - For assisting in developing Section 7 package.
JUDY SOMMERFELD, Supervisory Budget Analyst, SO - For work done on the FY 1992 budget.
MADGE YACOMELLO, Budget Analyst, SO - For helping train Custer NF personnel on cleaning up the defaults and accounts maintenance reports.
SALLIE J. MCHARGUE, Civil Engineering Technician, SO - For excellent performance as Dispatcher on the 1992 Umatilla and Wallowa-Whitman Forests' western spruce budworm suppression project.
KENNETH J. RODGERS, Minerals Management Specialist, Yankee Fork RD - For displaying exemplary skills in conflict resolution, coordinating five federal agencies in completing the Grouse Creek SEIS and successfully negotiating the one appeal to the SEIS.
ROBERT B. WILSON, Biological Technician, Yankee Fork RD - For helping prepare biological assessments for chinook salmon, a task beyond the scope of his position. It improved the customer service on the District.
RONNEE SUE HELZNER, Fishery Biologist, Yankee Fork RD - For timely completion of the biological assessment for the Jordan Creek placer sampling project which provided outstanding service to customers and avoided excess costs to both miners and the Forest Service.
MARY L. HURLESS, Information Assistant, and BESSIE C. FINLEY, Resource Clerk, Yankee Fork RD - For high performance displayed by a positive and enthusiastic attitude in assuming additional duties and responsibilities in business management from January through June 1992.
SHARON S. BRADLEY, Forester, and DAVID E. REEDER, Wildlife Biologist, SO - $250 each for significant contributions to the development of old-growth definitions for forest cover types within the Intermountain Region.

DIXIE NATIONAL FOREST

Cash
CHARLENE H. WOOLSEY, Support Services Supervisor, Escalante RD - Host of the Year Award for being willing to help others while maintaining a good attitude.
KIM JOHN SOPER, Forestry Technician, and DAVID F. HARRIS, Range Technician, Powell RD - For personally demonstrating exceptional skills in constructing trails, trailheads and range/wildlife facilities during 1992.
CHARLOTTE S. COLEMAN, Resource Clerk, Escalante RD - For the landscape design submitted for the new interagency office and her involvement with the Quality Improvement Team in finalizing the landscape design project.
RONALD L. RODRIGUEZ, Wildlife Biologist, and MARK E. VAN EVERY, Public Affairs Specialist, SO - $250 each for significant contributions to the development of ecological old-growth definitions for forest cover types within the Intermountain Region.
BRIAN W. FERGUSON, Forester, SO - $500 for outstanding work in leading the effort to develop ecological old-growth definitions for forest cover types within the southern Utah area of the Intermountain Region.
VIRGINIA H. JEFFERY, Clerk Typist, Teasdale RD - For designing the third place poster in the R-4 Civil Rights Action Team's Multicultural Recruitment Poster contest.
JULIE A. DAVIS, Resource Clerk, Cedar City RD - For skilled and competent performance of duties.

FISHLAKE NATIONAL FOREST

Cash
RONALD M. SANDEN, Forester, SO - $250 for his contribution to the development of ecological old-growth definitions for forest cover types within the Intermountain Region.

HUMBOLDT NATIONAL FOREST

Cash

STEVEN J. ANDERSON, Wildlife Biologist, and JERRY A. DAVIS, Land Use Planner, SO - $250 each for significant contributions to the development of ecological old-growth definitions for forest cover types within the Intermountain Region.

GARY R. SCHAFFRAN, Forester, SO - $500 for outstanding work in leading the effort to develop ecological old-growth definitions for forest cover types within the central Nevada area of the Intermountain Region.

KAREN JIMMY, Clerk Typist, Mountain City RD - $300 for outstanding accomplishments as Acting Support Services Supervisor during the summer of 1992.

NANCY SNYDER, Computer Clerk, SO - $75 for services performed in the SO.

MANTI-LASAL NATIONAL FOREST

Cash

RON HIGGS, Range Conservationist, Price RD - For expending extra effort in daily administration on ongoing District activities and providing supervision and assistance on the Boulger Spring/Lake Range/Watershed Project.

STEVE ROMERO, Wildlife Biologist (student trainee), Price RD - For aggressively completing field inventories and biological assessment reports for timber sales, oil and gas exploration and special use areas on the Price RD.

ROBERT M. THOMPSON, Range Conservationist, SO - $250 for his significant contribution to the development of ecological old-growth definitions for forest cover types within the Intermountain Region.

ANA EGNEW, Wildlife Biologist, Monticello RD - For performance substantially exceeding the requirements of her position.

MICHAEL T. SMITH, Civil Engineering Technician - For extra effort in working outside his area of expertise to assist with the development of projects during the period the Facilities Engineer position was vacant.

TERRY YOUNG - A Quality Service Award for August 1992 for extra effort in completing the Forest Communication Plan.

KRISTY STELLA, Student Aid, SO - For assisting in the update and inventory of forms and the video library in the mailroom.

MARY KELLY, Mail and File Clerk, SO - For accomplishing the update and inventory of forms and the video library in the mailroom.

Length of Service

WAYNE BROWN, Electronic Technician - 35 years

DON R. BURDETT, Engineering Equipment Operator Foreman - 30 years

DENNIS KELLY, Hydrologist - 25 years

VERA NICKAS, Resource Specialist - 25 years

PAYETTE NATIONAL FOREST

Cash

KELLY M. MARTIN, Forestry Technician, New Meadows RD - $250 for excellent performance in carrying out newly learned skills in fuels management, including pre-sale fuel prediction work, negotiating fire and fuels management concerns with the timber management staff and post-sale treatment methods.

FRANKIE ROMERO, Forestry Technician (Smokejumper) - $500 for his time, willingness and expertise in bringing the McCall smokejumper operations into the computer age.

SHAWNA M. ELSBERRY, Range Technician, New Meadows RD - $350 for completing a 3-year intensive range monitoring study on the New Meadows and McCall Ranger Districts.

EDYTHE PATTERSON, Clerk, McCall PPI Branch - $200 for developing, organizing and formatting the FY 1993 Forest PBMI.

RUTH M. MONAHAN, Forester (Adm.), Krassel RD - For outstanding performance in planning and conducting the 1992 Idaho Forest Supervisor's Government of Idaho Meeting.

MARSHA J. BOWES, Forestry Aid, McCall RD - $250 for superior communication and coordination at Cary Dome Lookout during the August 1992 fire bust.

BRADFORD M. SANDERS, Forester, Fire/Recreation - $250 for outstanding performance on visual resource management and recreation opportunity spectrum management on the Forest.

SHEILA D. REDDY, Archeologist, SO - $650 for consistent and outstanding performance of cultural resource management for the past two seasons on the Forest.

HARLAN M. FLEMMER, Engineering Equipment Operator Leader, SO - $500 for continued support for Forest construction of snow caches for tree seedlings.

DANIEL ANDERSON, Forester, McCall RD - $500 for exceptional performance as Acting TMA on the District.

WILLIAM L. BONES, Forestry Technician, New Meadows RD - $100 for outstanding performance, individual effort and skills used on the Price Valley Helitack Crew in 1992.

FLOYD A. GORDON, Wildlife Biologist, and SUSAN H. REINHARD, Public Affairs Specialist, SO - $250 each for significant contributions to the development of ecological old-growth definitions for forest cover types within the Intermountain Region.

GLENN L. JACOBSEN, Forester, SO - $500 for outstanding work in leading the effort to develop ecological old-growth definitions for forest cover types within the southwest Idaho area of the Intermountain Region.

SALMON NATIONAL FOREST

Cash

DONALD D. PRESTWICH, Supervisory Forestry Technician, North Fork RD - For outstanding performance over the past 2 years and for efforts as camp manager during District fire activities.

DONALD THURBER, Forestry Technician, North Fork RD - For outstanding performance over the past 2 years as Fire Prevention Technician on the District.

DOUGLAS D. BASFORD, Supervisory Forester, and CHARLES R. WENGER, Wildlife Biologist, SO - $250 each for significant contributions to the development of ecological old-growth definitions for forest cover types within the Intermountain Region.

JANET BLOEMEKE, Forestry Technician, North Fork RD - For demonstrating outstanding dedication, professionalism and enthusiasm as a detection specialist on the District.

TROY COOPER, Forestry Technician, North Fork RD - For performance exceeding normal requirements over a sustained period.

Cash/Spot Awards

CHRIS R. HEITSTUMAN, Lead Forestry Technician, Cobalt RD, and DONALD E. THURBER, Forestry Technician, North Fork RD - For outstanding support in conducting the 1992 Idaho Governor's Forest Supervisors Field Trip.

SHERYL M. TOLMAN, KEVIN S. SILVERNAIL, EDWARD C. ANDREWS, GAYLA S. SCHROEDER, KRISTINA L. BUSTER, and ROLLAND MILLER, Surveying Technicians, SO - For maintaining and performing the Health and Safety Plan.

LOEL T. MANNING, Laborer, ARTHUR W. CHIDESTER, Laborer, and JOHN R. MCFREDERICK, Equipment Operator, SO - For maintaining and performing the Health and Safety Plan.

MICHAEL FISCHER, Forestry Technician, Salmon RD - For quality work on the thinning and planting contracts and the additional responsibilities of organizing the District's Timber Crew.

CYRIL E. FARRO, Forestry Technician, Salmon RD - For an outstanding effort in providing timber sale administration coverage for both the Salmon/Leadore Zone and North Fork Ranger District during the absence of the North Fork District Sale Administrator.

GLENN A. SEABERG, Supervisory Forester Administrator, Cobalt RD - For an outstanding effort in arranging and conducting Forest Service participation in community events at Salmon and Leadore in 1992.

JACQUILYN M. CAIVANO, Secretary; JUDITH MEYERS, and MARY S. PREBBLE, Accounting Technicians; TERESA M. JOHNSON, Payroll Clerk; MARC O. SEVERSON, Warehouse Worker; ELIZABETH JOHNSON and ANITA D. MERRITT, Resource Clerks; CLINTON W. SHAW, Computer Programer Analyst; JAMES R. SUSTAIRE, Administrative Officer; JAMES F. WILEY, Criminal Investigator; ROBERTA V. FADNESS, Office Automation Assistant; LINDA L. GUYTON and SHIRLEY A. HYDE, Office Automation Clerks; SHERRY A. JACOBS, Mail and File Clerk; KENDRA SABO, Information Receptionist; KAREN A. WADE, LINDA G. WAYLAND, GERTRUDE M. DANA, and JANELL H. BAIRD, Office Automation Clerks; ESTHER H. MUND, Support Service Specialist; DELILA T. GARECHANA, Computer Specialist; MARK A. THRAILKILL, Telecommunication Specialist; EILEEN R. HAVENS, Supervisory Budget Analyst; ERIC S. PROCTOR, Telecommunication Manager; EMMA L. MOORE, Resource Specialist; and MARJORIE J. LIGHT, Accounting Technician, SO - For receiving the FY 1991 and FY 1992 Administrative Unit Safety Award.

JERRY PRESTWICH, Forestry Technician, Cobalt RD - For outstanding performance as Incident Dispatch Recorder on the Indianola Complex Fire.

MELVIN BUSH and GUY WARREN, Forestry Technicians, North Fork RD - For outstanding work during the 1992 field season on Hullagain, Ditch Creek, Boulder Creek and Dutchler timber sales.

VINCE JOHNSON, Forestry Technician, North Fork RD - For willingness and superior guidance in the field. The Hullagain, Ditch Creek, Boulder Creek and Dutchler timber sales were completed in 1992.
CONNIE WALTERS, Office Automation Clerk, Cobalt RD - For outstanding performance as time recorder and for helping keep heads above water when posting time on the Horsefly Fire.
MITCHELL D. RICHARDSON, Forestry Technician, Cobalt RD - For assistance and support at the Lemhi County Fair.
ELIZABETH HARRISON, SCSEP Enrollee, SO - For demonstrating safety through quality as part of the Administration unit during FY 1991-92.
LUCINDA WALKER, Office Automation Clerk, Leadore RD - For outstanding performance as Incident Dispatch Recorder on the Horsefly Fire.

SAWTOOTH NATIONAL FOREST

Cash

JAMES SIMPSON, Supervisory Civil Engineer, SO - For providing exceptional expertise in Forest budgeting and coordinating Forest engineering operations and maintenance.
DEON WELLS, Forester, Sawtooth NRA - For technical and professional expertise in consummating the Busterback Ranch land exchange.
THOMAS STREIT, Supervisory Landscape Architect, Sawtooth NRA - For a positive attitude and willingness to take on new duties in the wilderness and trail management programs.
F. CARL PENCE, Area Ranger, Sawtooth NRA - For outstanding leadership and professional efforts in consummating the Busterback Ranch land purchase.
BILL MURPHY, Forestry Technician, Ketchum RD - For exemplary service to the Twin Falls and Burley Ranger Districts as Acting Assistant Zone Fire Management Officer.
JANET MCCLURE, Support Services Clerk, Sawtooth NRA - For exceptional management of the Stanley office.
HOWARD G. HUDAK, Wildlife Biologist, SO, and ROY E. LONDON, Supervisory Forester, Fairfield RD - $250 each for significant contributions to the development of ecological old-growth definitions for forest cover types within the Intermountain Region.
ROGER L. STEEN, Visual Information Specialist, SO - $500 for first-place design for Civil Rights Action Team's multicultural recruitment poster contest.

Quality Step Increase

CAROL P. BROWN, Supervisory Forestry Technician, Sawtooth NRA - For sustained superior performance in fire management on the NRA.
KENNETH A. BRITTON, Forester, Sawtooth NRA - For sustained superior performance in recreation planning.
CAROL J. COLE, Interpretive Services Specialist, Sawtooth NRA - For sustained superior performance in managing the interpretive program on the NRA.
DAVID E. BASSLER, Forester, Twin Falls RD - For outstanding rating for FY 1991.

TARGHEE NATIONAL FOREST

Cash

KONIE GARDNER, Personnel Clerk, SO - For assistance with typing and proofreading the Master Development Plan for the Grand Targhee Resort DEIS and assistance in preparing the document for mailing to the public.
KRISTINA DREWES, Forestry Technician, Ashton RD - For lending valuable GIS expertise to the plan revision while still handling normal responsibilities.
M. WAYNE JENKINS, Range Technician, Ashton RD - For dedication, skill in organization and creative ideas which insured the timely completion of the Warm River Campground reconstruction project.
DAVE STRICKLAN, Natural Resource Specialist, Island Park RD - For providing outstanding mentoring skills and support to employees during a period of intense work activity which enhanced accomplishment of District goals.
RODNEY DYKEHOUSE, Forestry Technician, Island Park RD - For effectively and efficiently organizing the aerial seeding operation on the North Fork burn rehabilitation project with minimal lead time and a compressed schedule.
ROBIN JENKINS, Forestry Technician, Island Park RD - For superior performance in initiating and implementing the North Fork burn rehabilitation efforts including coordinating the logistics, funding, personnel needs and development of partnerships while meeting other District duties.
SELENA RIGBY, Office Automation Clerk, SO - For assistance in preparing, copying and mailing the Grand Targhee Master Plan Development DEIS to the public.
KATINA HARRISON, Office Automation Clerk, SO - For assistance in preparing the Grand Targhee Resort Master Development Plan DEIS for copying and mailing to the public by converting the document to Office Publisher format and preparing the final document.
TERESA WAGNER, Fishery Biologist, SO - For assuming extra duties in planning and budgeting for the wildlife section while the Forest Wildlife Biologist position was vacant.
DUANE MONTE, Soil Scientist, SO - For initiating, planning and developing a rehabilitation plan to stabilize the soil on the North Fork burn.
DEE E. SESSIONS, Supervisory Forester, and HAL D. GIBBS, Wildlife Biologist, SO - $250 each for significant contributions to the development of ecological old-growth definitions for forest cover types within the Intermountain Region.

Group

VERLON HUNTSMAN, NEAL SHELDON, CARL REIMANN, MANFRED REIMANN, GRANT BESSEY, and BRENT BURRELL, Forestry Technicians, Ashton RD - For conducting firewood law enforcement and compliance duties to an exceptionally high standard under unusual and adverse conditions during the 1992 firewood season.

TOIYABE NATIONAL FOREST

Cash

MEI T. MARK, Wildlife Biologist, Bridgeport RD; ELIZABETH L. BERGSTROM, Wildlife Biologist, Carson RD; and DAVE A. WEIXELMAN, Wildlife Biologist, SO - $250 each for significant contributions to the development of ecological old-growth definitions for forest cover types within the Intermountain Region.
ROLAND S. SHAW, Supervisory Forester, SO - $500 for outstanding work in leading the effort to develop ecological old-growth definitions for forest cover types within the Toiyabe-Sierra area of the Intermountain Region.

UINTA NATIONAL FOREST

Cash

BRENT G. SPENCER, Supervisory Forester, Heber RD - $250 for his significant contribution to the development of ecological old-growth definitions for forest cover types within the Intermountain Region.
JOLENE P. REED, Administrative Officer, SO - For excellent work in coordinating, scheduling and leading discussions during the recent Regional Office Integrated Resource Review.
CYNTHIA R. SWANSON, Realty Specialist, SO - For exceptional effort and personal commitment in completing significant land exchanges and actions on the Forest.

WASATCH-CACHE NATIONAL FOREST

Cash - Special Act

BARBARA WALKER, Lead Forestry Technician, Kamas RD.
DONA HORAN, Co-op Ed Student (Fisheries) Ogden RD.
DAN ARLING, Wildlife Biologist, Ogden RD.
JUSTIN STEELE, Forestry Technician, Ogden RD.
GLENN JOHNSON, Forestry Technician, Ogden RD.
NEIL DAWSON, Forestry Aid, Ogden RD.
JENNIFER JOSEPHSON, Forestry Aid, Ogden RD.
JEFFREY GONZALES, Forestry Technician, Ogden RD.
CHRIS MACFARLANE, Forestry Technician, Ogden RD.
MORGAN JACKSON, Forestry Technician, Ogden RD.
RUSSELL MURDOCK, Forestry Technician, Ogden RD.
CYNTHIA WHITE, Forestry Aid, Ogden RD.
ANNELIESE HARPER, Forestry Technician, Salt Lake RD.
TOM LEONARD, Forestry Technician, Ogden RD.
WYOMA HORTIN, Forestry Technician, Kamas RD.
ELIZABETH SCHUPPERT, Resource Assistant, Evanston RD.
JOHN I. SIBBERNSEN, Forester, Logan RD; MARY R. CLOUGH, Wildlife Biologist, Evanston RD; and RICHARD L. WILLIAMS, Wildlife Biologist, SO - $250 each for significant contributions to the development of ecological old-growth definitions for forest cover types within the Intermountain Region.
MARYLEA NIELSEN, Budget Analyst, LUP - Special Act.

JULIE HUBBARD, NEPA Coordinator, LUP - Special Act
PATTY KLIEN, Outdoor Recreation Planner, Salt Lake RD - Special Act.
JACK VANDERBERG, Outdoor Recreation Planner, Salt Lake RD - Special Act
NANCY KREBS, Information Assistant, Salt Lake RD - Special Act.
LARRY BULLOCK, Maintenance Worker, Salt Lake RD - Special Act.
KATHY JO POLLOCK, Information Assistant, SO - Special Act.
JIM COOK, Resource Specialist, SO - Special Act.

Group
HIGINIO GALLEGOS, RAYMOND GALLEGOS, IDA GROSS, WILLIAM KELLER, and MICHAEL LARSON, SCSEP, Ogden RD.
DOUG ADAMS, GORDON BASCOM, MAX FERRE' and BRENT SORENSON, Forestry Technicians, Ogden RD

Roll Call

REGIONAL OFFICE

ASHLEY NATIONAL FOREST
Appointments
NATALIE OLSON, Clerk, Flaming Gorge RD (Stay-in-School)
YVETTE CONVERSE, Fishery Biology Student Trainee, Flaming Gorge RD (Co-op)

Promotions
BRENT LEE, Forestry Technician, Duchesne RD, to Maintenance Worker, Duchesne RD
DOLORES SIMONS, Lead Forestry Technician, Flaming Gorge RD, to Forester, Flaming Gorge RD
FRANK (ROWDY) MUIR, Range Technician, Duchesne RD, to Maintenance Worker, Flaming Gorge RD
GINA REESE, Engineering Technician, SO, to Engineering Draftsman, SO

Promotions in Place
LIZ VANGENDEREN, Forester, Vernal RD
LESLIE WELCH, Wildlife Biologist, Roosevelt RD
MARI CAMPBELL, Resource Clerk Typist, Flaming Gorge RD, to Resource Clerk, Flaming Gorge RD

Forest Supervisor Duane G. Tucker began a 6-week detail as Payette Forest Supervisor, in October. Brent H. McBeth, Recreation and Lands Staff Officer on the Uinta National Forest, was Acting Ashley Forest Supervisor during Duane's absence.

BOISE NATIONAL FOREST
Appointments
CLIFF WILCOX, Information Receptionist, SO
DAUTIS PEARSON, Forestry Technician, Lowman RD
SHARON PARIS, Land Management Planning Specialist, SO

Promotions in Place
TAMIE RICHARDS, Computer Clerk, Lowman RD
LYNNETTE BERRIOCHOA, Public Affairs Specialist, SO
HAZEL HAWLEY, Procurement Clerk, SO
PAUL MOROZ, Wildlife Biologist, Emmett RD
MELANIE PETERSON, Purchasing Agent, SO

Reassignments
DANIEL SCHLENDER, Landscape Architect, SO, to Landscape Architect, Six Rivers NF
STEVEN KOZEN, Fisheries Biologist, Bighorn NF, to Fisheries Biologist, SO
TAMIE RICHARDS, Computer Clerk, Lowman RD, to Resource Clerk, Mountain Home RD
MICHAEL MERRITT, Forester, Tongass NF, to Forester, Mountain Home RD

Transfer Out
NIKKI IRELAND, Resource Clerk, Mountain Home RD, to Law Enforcement Technician, BLM State Office

BRIDGER-TETON NATIONAL FOREST
Appointment
DALE DAWSON, Forestry Technician, Jackson RD

Promotions in Place
LORI DENTON, Forester, Big Piney RD
CONSTANCE WILKINS, Computer Programmer, SO

Transfer Out
STEVE BALDOCK, Engineering Equipment Operator, to Engineering Equipment Operator, National Park Service

CARIBOU NATIONAL FOREST
Appointments
TRACY M. GRUNDY, Office Automation Clerk, SO
LYNN JOYCE, Resource Clerk Typing, Soda Springs RD
ROBIN GERMAN, Telecommunications Specialist, SO

Promotions
LINDA L. WARD, Secretary Typing, SO, to Writing Editor, SO
HARRY C. SHERMAN, Purchashing Agent, RO, to Purchasing Agent, SO

Transfer In
TAMMY D. SMITH, Office Automation Clerk, FHA, to Procurement Clerk, SO

CHALLIS NATIONAL FOREST
Appointment
RENEE C. BOYLES, Forester, Yankee Fork RD

Reassignment
DAVID FALLIS, Range Conservationist, Humboldt NF, to Forester (Adm.), Lost River RD

Promotion in Place
THOMAS P. GREEN, Criminal Investigator, SO

DIXIE NATIONAL FOREST
Promotions
JULIE A. DODDS, Clerk Typist, Powell RD, to Support Services Specialist, Powell RD
FREDRIC R. YBRIGHT, Lead Forestry Technician, Pine Valley RD, to Forestry Technician, Pine Valley RD

Promotion in Place
CHARLOTTE S. COLEMAN, Resource Clerk, Escalante RD

FISHLAKE NATIONAL FOREST

HUMBOLDT NATIONAL FOREST
Appointment
KATRINA CHRISTENSEN, Range Conservationist, Mountain City RD

Promotion (Temporary)
WAYNE SWENSEN, Range Conservationist, Ely RD, to Ely District Ranger

Reassignments
JANET VALLE, Range Conservationist, Jarbidge RD, to Range Conservationist, Lost River RD, Challis NF
TERRY BIRK, Archeologist, Mountain City RD, to Archeologist, Kaibab NF

MANTI-LASAL NATIONAL FOREST
Promotion
CAROL ANN BURDICK, Ferron RD, from Clerk Typist to Automation Clerk

Reassignments
MARTHA DEFREEST, Civil Engineer, Ochoco NF, to SO
JEFF DEFREEST, Geologist, Ochoco NF, to Price RD

Resignations
MARY J. KELLY, Mail and File Clerk, SO
R. GLEN JACKSON, Forester, Price RD, to SO Zone Forester

PAYETTE NATIONAL FOREST
Appointments
DIANNA L. KNADEL, Electronics Technician, SO
MONTE L. HURD, Supervisory Forestry Technician, Weiser RD
MEGHAN REYNOLDS, Student Trainee Public Affairs/Writer-Editor
KIMBERLY SLYTER, Forestry Technician, from Co-op Ed Trainee
JAMES V. WINFREY, Archeologist, SO

Promotions In Place
PEGGY HAREN, Realty Specialist, SO
RACHEL A. MILLER, Student Trainee Ecologist, McCall RD
HEIDI M. GULICK, Student Trainee, Range Conservationist, New Meadows RD
BRIAN MCLAUGHLIN, Civil Engineer, SO

Reassignments
SARAH A. LAU, Civil Engineer, SO, to Civil Engineer, Salmon NF
CHRISTINE BRUNNER, Forester, Six Rivers NF, to Forester, New Meadows RD
DANIEL T. HORMAECHEA, Land Management Planner, SO, to Forest Planner, White River NF

Transfer In
ROBERT D. MASON, Auto Mechanic, Federal Emergency Management Agency, Bothell, Washington, to Heavy Mobile Equipment Mechanic, SO

SALMON NATIONAL FOREST
Appointments
ANNE WESTFALL, Office Automation Clerk, North Fork RD
WILLIAM B. GALLIGAN, Resource Clerk, North Fork RD
BRIAN J. WATTS, Range Conservationist, Leadore RD
JUDY ULVESTAD, Clerk, Salmon RD
ALEXANDRA DAVIS, Outdoor Recreation Planner, Salmon RD
MELANI M. MAY, Forestry Technician, North Fork RD
RICK A. SCHROEDER, Surveying Technician, SO

Promotions
PHILIP E. TAYLOR, Supervisory Forestry Technician, Cobalt RD, to Forestry Technician, Cobalt RD
LYNN M. BENNETT, Environmental Coordinator, SO, to Supervisory Environmental Coordinator, SO
SARAH A. LAU, Civil Engineer, Payette NF, to Civil Engineer, SO
TIMOTHY H. CRAIG, Wildlife Biologist, Leadore RD, to Wildlife Biologist, SO
DOUGLAS D. BASFORD, Supervisory Forester, Salmon RD, to Forester, SO
JAMES H. WERNER, Civil Engineer, SO, to Supervisory Civil Engineer, SO
BARBARA LEVESQUE, Forester, Kootenai NF, to Environmental Coordinator, SO
LUCINDA P. WALKER, Office Automation Clerk, Leadore RD, to Information Assistant, Leadore RD

Promotions in Place
CORNELIA H. HUDSON, Forester, Cobalt RD
TERESA M. JOHNSON, Civilian Pay Clerk, SO
KATHARINE A. FORSTER, Fishery Biologist, Cobalt RD
GERTRUDE M. DANA, Office Automation Clerk, SO
LINDA L. GUYTON, Office Automation Clerk, SO
MARY S. PREBBLE, Accounting Technician, SO
JAMES R. SUSTAIRE, Administrative Officer, SO

Reassignments
SHANDA FALLAU, Fishery Biologist, Caribou NF, to Fishery Biologist, SO
NORMA E. STAFF, Landscape Architect, Lassen NF, to Landscape Architect, SO
LOIS R. HILL, Fishery Biologist, SO, to Fishery Biologist, Salmon RD

SAWTOOTH NATIONAL FOREST
Appointments
THEODORE J. ROY, Clerk Typist, SO
JAIMIE BORTON, Support Services Clerk, Sawtooth NRA

Promotion
RUTH CRAWFORD, Clerk Typist, to Accounting Technician, SO

Promotions in Place
ELLEN MARIE JOLLEY, Property Accounting Clerk, SO
TRENNA BUTLER, Electronics Technician, SO
JULIE THOMAS, Resource Clerk, to Resource Assistant, Twin Falls RD
TERRELL FLETCHER, Landscape Architect, SO

Reassignments
DON "PETE" PETERSON, Burley District Ranger, from Boise City District Ranger
RAY NEIWERT, Range Conservationist, Twin Falls RD, to Forester, Sawtooth NRA
PAUL DEMEULE, Ely District Ranger, Humboldt NF, to Range Conservationist, SO
JOSEPH MICZULSKI, Forester, Sawtooth NRA, to Forester, Fairfield RD
FRANK CUTLER, Forestry Technician, Fairfield RD, to Forestry Technician, Sawtooth NRA
ROBERT ENNIS, Forester, Lost River RD, Challis NF, to Forester, Sawtooth NRA
WALTER MCCLURE, Fishery Biologist, Sawtooth NRA, to Gallatin NF, R-1
JANET MCCLURE, Support Services Clerk, Sawtooth NRA, to Gallatin NF, R-1
JILL DUFOUR, Fishery Biologist, Wasatch-Cache NF, to Fishery Biologist, Sawtooth NRA

TARGHEE NATIONAL FOREST
Appointments
THERESA A. PEDDREW, Office Automation Clerk, SO
SABRINA JOHNSON, Budget Analyst, SO
IRA SPAULDING, Small Craft Operator, Palisades RD

Promotions in Place
ELIZABETH DAVY, Forestry Technician, Teton Basin RD
MICHAEL YASUDA, Forestry Technician, Palisades RD

Reassignment
ROBERT BOYLES, Computer Assistant, Toiyabe NF, to Computer Assistant, SO

Resignation
LILLIAN M. MAYER, Botanist, SO

Transfer In
ROBERT SPECHT, Soil Conservationist, SCS, to Botanist, SO

TOIYABE NATIONAL FOREST
Appointment (Conversion)
DAVE WEIXELMAN, Wildlife Biologist, SO

Promotions
CARMEN FUNSTON, Personnel Officer, SO, to Administrative Officer, SO
SUSAN BERGSTRAND, Personnel Management Specialist, SO, to Personnel Officer, SO
KATHRYN NICHOLAS, Budget and Accounting Officer, SO, to Administrative Officer, SO
JIM PAULK, Computer Clerk, SO, to Computer Assistant, SO

Promotions in Place
PATRICK SHANLEY, Wildlife Biologist, Carson RD
ROBERT STARIN, Information Receptionist (Typing), Austin RD

Resignations
ANNE C. GORDON, Public Affairs Specialist, SO
WILLIAM T. BROWN, Forestry Technician, Carson RD

UINTA NATIONAL FOREST
Appointment
HEATHER VALENTINE, Information Receptionist, SO

Promotions
JAMES R. GIBSON, Forestry Technician, Heber RD, to Forester, Heber RD
HELMUT W. GIEBEN, Forester, SO, to Land Management Planner, SO
MICHELLE DEGRAW, Information Receptionist, SO, to Information Assistant, Spanish Fork RD

Reassignments
DAVE STRICKLAN, Natural Resource Specialist, Targhee NF, to Wildlife Biologist, Pleasant Grove RD
RONALD G. TORGERSON, Range Conservationist, Sawtooth NF, to Range Conservationist, Spanish Fork RD
LOLA MURRAY, Information Assistant, Spanish Fork RD, to Information Assistant, SO

WASATCH-CACHE NATIONAL FOREST
Appointment
AL SOUCIE, Meteorological Technician, Salt Lake RD (Utah Avalanche Forecasting Center) (Conversion to Career Conditional)

Promotion in Place
ROGER KESTERSON, Forestry Technician, Evanston RD

Reassignments
RICK SCHULER, Supervisory Forestry Technician, Mountain View RD, to Forester, Mountain View RD
LYNN WILLIAMS, Range Conservationist, Pinedale RD, Bridger-Teton NF, to Natural Resource Manager, Kamas RD

Retirement
GORDON V. REID, Range Conservationist, SO

MAKING A DIFFERENCE IN REGION 4

An Update from the Regional CRAT

Twenty-eight years ago, Congress passed landmark legislation—the Civil Rights Act of 1964. Since then, civil rights have received attention through several additional laws, as well as Executive Orders signed by the President.

Approximately 20 years ago, the Intermountain Region established its first EEO Committee with a charter to (1) review proposed Forest Service policies and procedures and be sensitive to emerging issues as they relate to civil rights; (2) make recommendations to correct, modify, or eliminate problems; and (3) monitor the Regional Forester's approved recommendations until implemented. Today, the committee is called the Regional Civil Rights Action Team (CRAT).

The Forest Service is one of many employers of choice that have an established and recognized civil rights policy and vision whereby ALL employees are respected, appreciated, and accepted for their contributions and perspectives. Civil rights teams at the Forest and Regional levels are designed to ensure that progress toward this vision continues. The Regional Civil Rights Action Team provides a communication channel and linkage between all levels of employees and Regional administrators. Input from employees regarding civil rights programs, policies and issues goes to CRAT for consideration. It then is forwarded to Regional administrators with CRAT's recommendations. CRAT's staff work and advice are critical to obtaining diversified civil rights programs and representation in our agency.

Since the Regional CRAT newspaper, "Making A Difference," comes out only once a year, a summary of each semi-annual CRAT meeting will be printed in the Intermountain Reporter to keep everyone better informed of what is occurring in civil rights.

The R-4 CRAT is composed of one representative from each Forest, BIFC, GSC, and the Regional Office, one District Ranger, and one Forest Supervisor. Advisors are Clair Beasley, Deputy Regional Forester for Administration; Kathy Meyers, Regional Director of Human Rights and Services; and John Lopez, Regional Director of Personnel Management.

The fall 1992 CRAT meeting, held the week of October 19, was hosted by the Toiyabe National Forest in Reno, Nevada.

A portion of each R-4 CRAT meeting is devoted to developing strategies to address issues submitted from around the Region, but time is reserved for various speakers. Gray Reynolds gave the team an overview of the downsizing going on in several Regions and reviewed what is happening nationally in response to the Chief's Task Force for Outreach and Recruitment. Forest representatives each shared exciting civil rights programs or activities occurring on their unit. In addition, Tim Walker, Employee Relations Specialist in the Regional Office, gave an informative training session on EEO Regulations, the Selection Process, and Sexual Harassment. After editing, a video of this presentation will be available to Forests. A panel of speakers from the community addressed multiculturalism—working together to develop understanding and create a better world for all people. Kathy Meyers and John Lopez briefed CRAT on Regional human rights and personnel issues.

A field trip to Lake Tahoe exposed CRAT to the unique management opportunities there. Lake Tahoe is managed by the Toiyabe Forest and the Lake Tahoe Basin Management Unit (LTBMU) in Region 5. Pam Bowman, Public Affairs Officer on the LTBMU, gave insight to management of the LTBMU and her perspective of what Region 5 faces, not only with downsizing but the ensuing resource impacts and challenges.

Several issues which have been worked on by ad hoc CRAT committees were closed out at this meeting: (1) instituting a Regional policy requiring that all internally-produced videos or those purchased from a vendor be open-captioned for the hearing-impaired, (2) obtaining a better representation of employees with disabilities in Region 4, and (3) recognizing that temporary employees, seasonals, and less than full-time employees are valuable to the agency and represent a pool of experienced candidates for permanent full-time positions (this will be forwarded to the National Task Force on Outreach and Recruitment who is dealing with this issue).

Issues still being worked on were discussed and new issues were brought before CRAT for consideration. Ad hoc committees work throughout the year to resolve issues through various means (i.e., brochures, letters, policy changes, etc.).

At this meeting, Shelby Jordan, Chairperson of CRAT and representative for the Targhee National Forest, ended his term on the team. Ann Boeder, GSC representative, will become the Chairperson beginning in January 1993. Chairperson-elect is Liz Schuppert, representative for the Wasatch-Cache National Forest.

A wealth of information is gathered at these meetings. Each representative is responsible for taking the information back to home units and distributing it to ALL employees.

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Recent decisions, such as working toward diversity and downsizing within the agency, have brought uncertainty to many. Open communication and active listening are two ways to handle this uncertainty. If you are concerned or wish to submit an issue to CRAT, please contact your unit representative. This program is designed to help ALL employees. Be sure to watch for the upcoming "1992 Making A Difference" newspaper where this will be discussed in greater depth.

While the emphasis for R-4 CRAT is to achieve a multicultural organization, each employee is valued for what they bring to the workplace.

Our society has become multicultural and diverse. Issues associated with recognizing, establishing, and implementing human rights programs are complicated and far reaching. Efforts to improve human rights and representation have never been more pronounced; the need for an environment where ALL employees can work in a caring and nurturing atmosphere in which leadership, power, and influence are shared has never been more important.